SOCIETE GENERALE INVESTMENT BANKING: BIOGRAPHIES

John S. Sheldon

Mr. Sheldon joined Société Générale as a Managing Director in December 1988. Previously, Mr. Sheldon was a Vice President with Goldman, Sachs & Co. in New York. Mr. Sheldon was a senior member of the Mergers and Acquisition Department where he developed particular expertise in Exclusive Sales, Raid Defense and Leveraged Transactions. Mr. Sheldon has been the lead banker on a number of relevant transactions including the sale of Martindale Hubbell to Reed International, the sale of Dreman Value Management L.P. to The Kemper Corporation, the leveraged recapitalization of Midwest Communications and the sale of Prince Manufacturing to Brentwood Associates. From 1977-1979, Mr. Sheldon was a Commercial Lending Officer at Bankers Trust Company. Mr. Sheldon holds a B.A. in Political Science and Economics from Bennington College and an M.B.A.. from Harvard Business School.

Deepak G. Moorjani

Deepak Moorjani joined Société Générale's from The Lodestar Group, a New York-based M&A and LBO firm. Mr. Moorjani specializes in the Information Technology industry for Société Générale, and his past clients have included Electronic Arts and Motorola. Additionally, he was instrumental in the firm's venture investment in Entrust, the digital certificate business of Northern Telecom. He is an angel investor/board member with LikeMinds, a pioneer in the field of recommendation systems using its patented collaborative filtering technology and an angel investor in Avaj, a semiconductor startup. Mr. Moorjani has completed a number of public-company transactions including the sale of Olympic Packaging to Rock-Tenn Corp., the sale of Dreman Value Management, L.P. to The Kemper Corporation and the sale of The Garber Company to Caraustar Industries. Mr. Moorjani graduated cum laude from Duke University with a B.A. degree in Economics and Philosophy and participated in graduate studies at Sophia University in Tokyo, Japan.

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Robert S. Pirie

Mr. Pirie is Vice Chairman of Société Générale Investment Banking and serves as a senior member of the firm's international mergers and acquisitions group. Mr. Pirie spent eleven years as Chief Executive Officer of Rothschild Inc, during which period he was involved in many of the decade's most visible merger and acquisitions transactions on behalf of clients such as Hanson PLC, Sir James Goldsmith, and Robert Maxwell. Prior to joining Rothschild, Mr. Pirie was a Partner at Skadden, Arps, Slate, Meagher & Flom. For the last three years he has been Senior Managing Director at Bear Stearns in charge of European investment banking operations.

Mr. Pirie is a Fellow of the American Academy of Arts & Sciences, President of the American Trustees of the Howard Florey Biomedical Foundation, a Trustee of the Asia Society, and of the American Academy in Rome. He received an A.B. degree from Harvard College in 1956, and an LL.B degree from Harvard Law School in 1962.

Curtis R. Welling

Mr. Welling is a Senior Managing Director of Société Générale USA and head of Société Générale Investment Banking. In this capacity, he has responsibility for all of Société Générale USA's investment banking capital raising activities. Prior to joining Société Générale, Mr. Welling was a Senior Managing Director at Bear Stearns and the head of Equity Capital Markets Department. In that role, he was responsible for all aspects of Bear Stearns' business in equity capital raising worldwide. He was also a member of the Investment Banking Policy Committee and the Commitment Committee. Prior to joining Bear Stearns, Mr. Welling was a Managing Director and member of the Operating Committee at the First Boston Corporation. At First Boston, he had responsibility for capital raising and equity sales, trading and research activities worldwide. He is a Cum Laude graduate of Dartmouth College, Vanderbilt Law School and the Amos Tuck School of Business. He is a member of the Bar of New York State.

SOCIETE GENERALE INVESTMENT BANKING: BIOGRAPHIES

Stephen K. Bannon

Mr. Bannon is a Managing Director of Société Générale/Bannon & Co. and specializes in media, entertainment and communications. Mr. Bannon has worked for two organizations in his 12-year investment banking career - Goldman, Sachs, & Co. and Bannon & Co. He served as a Vice President at Goldman, Sachs & Co. in charge of entertainment and medical companies in Los Angeles. Prior to that, he worked for three years in the New York headquarters of Goldman Sachs in its Merger and Acquisition Department. Mr. Bannon received his M.B.A. from Harvard University, where he graduated with distinction. Prior to Harvard, Mr. Bannon served for seven years in the United States Navy where his career included two extended deployments on a destroyer in the Pacific Fleet and the attainment of the position of Special Assistant to the Chief of Naval Operations.

Matthew Czajkowski

Mr. Czajkowski is a Managing Director in Société Générale Investment Banking's Mergers and Acquisitions Group and recently joined the firm. Prior to joining Société Générale , he was a Managing Director and Head of Corporate Finance for five years at Wheat First Butcher Singer in Richmond, Virginia. Prior to joining Wheat First, Mr. Czajkowski was a Vice President in the Mergers and Acquisitions Group of Goldman, Sachs. & Co. for nine years. Mr. Czajkowski has extensive international experience including running Goldman Sachs & Co.'s Asia Pacific merger business from Tokyo, Japan. Mr. Czajkowski holds a B.A. from Harvard University and an M.B.A. from Harvard Business School.

SOCIETE GENERALE INVESTMENT BANKING: BIOGRAPHIES

James N. Lane

Mr. Lane joined Société Générale Investment Banking in late 1996 to establish the Bank's Merchant Banking Group. Previously, Mr. Lane was a limited partner at Goldman, Sachs & Co. Mr. Lane joined Goldman in 1977, became a Vice President in 1981, and a Partner in 1986. Mr. Lane's various responsibilities at Goldman included managing the Leveraged Finance Group (LBO's, Junk Bonds and Workouts) in New York and the European Corporate Finance business in London. In addition, he was a founding member and co-head of the Principal Investment Area, which has invested and managed over $2.5 billion of private equity investments. Mr. Lane received a B.A. from Wheaton College and an M.B.A. from Columbia University Business School. He currently serves on a number of corporate and charity boards.

Jan B. Lochtenberg

Mr. Jan B. Lochtenberg is a Managing Director of the Investment Banking Division of Société Générale where he has the responsibility for the lodging, gaming and leisure related industries. Mr. Lochtenberg has significant transaction experience including a variety of debt and equity financings and merger and acquisition advisory assignments for Host Marriott, Marriott International, Carnival Corporation, Kloster Cruise Line, Hilton Hotels and Renaissance Hotel Group. Prior to joining Société Générale in 1996, Jan was a senior investment banker at Salomon Brothers, where he worked for 8 years. Jan received a B.A. (Law) Honors from Sheffield University in England in 1978, completed Part II Law Society examinations in 1979 and worked for three years with the law firm Clifford Chance in London and Dubai, UAE. Jan moved to New York in 1982 and completed an M.B.A. with Beta Gamma Sigma honors from Columbia University in 1984.

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David (Greg) M. Malcolm

Mr. Malcolm joined Société Générale in early 1996 to lead the Leveraged Finance Group. Previously, he worked at Bear Stearns as a Senior Managing Director responsible for the New York based team covering leveraged buyout sponsors. Mr. Malcolm joined the firm after been a Managing Partner of Anthem Partners, L.P., an advisory investment banking boutique. Prior to that, Mr. Malcolm was a Managing Director of The First Boston Corporation where he founded and ran the High Yield Finance Group. Mr. Malcolm received a B.A. with honors from Wesleyan University and an M.B.A. from Harvard Business School. Additionally, Mr. Malcolm has had significant investment banking experience in such diverse areas as mergers and acquisition financing and project finance.

Michael D. Penfield

A Managing Director of Société Générale, Mr. Penfield is responsible for the firm's financial institutions business and specializes in the insurance industry, real estate, and restructurings. From 1990-1993 he was a partner of The Lodestar Group. Prior to that, he was a member of Merrill Lynch's Investment Banking Division, also providing mergers and acquisitions, restructuring, and capital markets services for the insurance industry. Mr. Penfield served as a lending officer to U.S. and foreign insurance companies for Citibank, and completed its credit training and corporate finance program. Mr. Penfield, an Honors Scholar, holds a B.S.B.A. degree in Finance from the Daniels School of Business at the University of Denver.

SOCIETE GENERALE INVESTMENT BANKING: BIOGRAPHIES

Fiona J. Tilley

Fiona J. Tilley joined the firm as Managing Director and Head of Equity Private Placements. Fiona spent the past 11 years at J.P. Morgan where she was most recently Vice President and Head of Latin America Business in the Private Equity Group. Ms. Tilley, an Australian, practiced law for over two years before joining J.P. Morgan where she spent her first year in the Sydney and Melbourne offices in the Capital Markets Group. After moving to New York, she spent three years in the Corporate Finance, Insurance and Mutual Funds Group and two years establishing a Private Investment Managers Group. From early 1992 until 1996, Fiona was instrumental in developing and expanding the Private Equity Group for J.P. Morgan.

Scot K. Vorse

Mr. Vorse is a Managing Director of Société Générale/Bannon & Co. and specializes in media, entertainment and communications Prior to joining Bannon & Co., Mr. Vorse was a Vice President at Goldman, Sachs & Co., in the Corporate Finance Department of the Investment Banking Division. He worked for Goldman, Sachs both in the New York and Los Angeles offices. Mr. Vorse received his M.B.A. from Harvard University. He is a cum laude graduate from the University of California at Berkeley in Business Administration.

Jon Weber

Mr. Weber joined SGIB in June 1996 to head the Bank's Latin American investment banking effort. Previously, Mr. Weber ran Morgan Stanley's South America Corporate Finance business, where he managed origination and execution of strategic advisory mandates, as well as international equity and debt capital markets offerings. Prior to joining Morgan Stanley in 1991, Mr. Weber was a mergers & acquisition specialist at Salomon Brothers. Mr. Weber received a BS and MBA degrees from Babson College, where he graduated magna cum laude in 1980, and a JD from Harvard Law School, where he graduated cum laude in 1985. Mr. Weber also studied at Fundação Getulio Vargas in Brazil, Pontificía Universidad Javeriana in Colombia and Centro de Cooperación Iberoamericana in Spain. Mr. Weber is licensed as an attorney and as a NASD registered representative. He speaks Spanish and Portuguese.